

 	<h2>Minutes: 1:1 PCC John Tizard & CC Trevor Rodenhurst</h2>
Date	Monday 2 nd September 2024
Time	1100-1200
Venue	CC Rodenhursts Office, HQ
Name	Position
Trevor Rodenhurst (TR)	Chief Constable
John Tizard (JT)	Police and Crime Commissioner
Suzy Collings	PA Support (Minutes)

Open Session

1. Welcome

JT opened the meeting.

2. CC Update

TR reported on some significant operational updates. Things that have come to note at TR's morning meetings included some intelligence being received that there was going to be a block party in Luton where there was a threat of serious violence, in response two gang members, one with a firearm, were arrested, charged and remanded.

A further incident involved an individual with Section 2 mental health issues (which allows a doctor to detain someone in hospital for assessment and treatment) attending a mosque with a water pistol in their waist band that was intended to look like a firearm. This individual was arrested and remanded to court. There was an impressive response from a policing aspect to something that was a concern to a large part of the community. JT asked whether this was connected to the suggestion that there was going to be some anti-Muslim action at the Central Mosque in Luton. TR said that this incident was not connected but community policing had worked closely with that mosque to provide reassurance.

In terms of serious child abuse, the Internet Child Abuse Investigation Team (ICAIT) came across online presence of an individual in Bedfordshire who was assessed as a potential risk to his 7-year-old child. This was responded to immediately and the individual was found alone with the child. The individual has been charged and remanded and the child has been safeguarded whilst working closely with safeguarding partners.

Two individuals were charged with rape and kidnap and both remanded after a report of rape in Shortstown.

JT was pleased with the updates and acknowledged how police teams had responded quickly and effectively to the incidents.

TR also reported that there had been a firearms discharge in Luton over the weekend that was being treated as an attempted murder. This investigation is ongoing. JT observed that this and too many similar incidents reinforce the need for the continuation of the government's special grants to support tackling gun and gang crime.

3. Social Cohesion and Far Right Disorder/Riots

TR reported that Bedfordshire Police were one of only a few police services that did not have any arrests in relation to the recent disorder which had taken place in a number of towns and cities across the country. TR feels this is a very positive news story for the county particularly as the with regards to the risk profile that exists here. Intelligence had been received regarding some possible disruptions and these were responded to accordingly. There were a number of meetings with different community groups to provide reassurance but also feedback loops were put in place to quickly challenge the spread of disinformation. There have been numerous messages of thanks from the community and partners.

JT attended two meetings of the Social Cohesion group at Luton Borough Council, attended by faith groups and the wider community. The first was held in anticipation that some disorder was expected. The second meeting was to recognise that this had thankfully not happened. JT recognised the very strong support the police had prepared, which he considered to be testimony to the work of the social cohesion team and other members of the police teams in gaining respect from communities.

JT had walked around Queens Park, Bedford with Mohammad Yasin, MP and local police the Friday of the week when the threats were at their height. The following Friday he has visited more than ten mosques in Luton with the police cohesion team and local councillors. He reported that there was much appreciation of the support and reassurance given by the police to communities which although not directly subject to physical attack had been made very anxious by the threats on line and nationally. The threat of unrest had caused a lot of anxiety but there was reassurance from the police presence.

JT had attended an event at the weekend in Luton to mark Pakistan Independence Day and gave a short speech where he recommitted himself, Chief Constable Rodenhurst and the police to treating everybody, irrespective of their ethnicity, country of origin, their families country of origin, their faith, wherever they live, they will receive the same treatment and protection from the police. JT feels this has been widely accepted.

4. Update on Summer Pressures

The maturity of our resources has added to the pressure this summer as we still hold a significant proportion of student officers not all of whom can be independently deployed. The threat of disruption meant an embargo was placed on officers from booking leave and some rest days were cancelled to be able to stand up our commitment of the national public order trained officers.

Athena – an information system used by several police forces to manage police investigations, intelligence, custody and case preparations.

TR also reported that there was an important upgrade to Athena and due to a number of reasons (some being remedied, some are in significant progress to being remedied) the system did not operate as effectively as it should for a number of weeks, to such an extent that TR feels it did have an impact on efficiency and inevitably some service levels. Due to this, TR and the other Chiefs in the Athena consortium have collectively signed a letter which has been sent to Andy Cook, Chief HMI, to say the system impact was really significant and ask that when considering the HMI data collection, that the relevant dates are taken into consideration. The necessary upgrade has taken place and there is enhanced functionality with this. There are still some defects which are being prioritised.

JT asked to be kept informed of progress as this might be operational and had strategic implications.

Some student police officers will now be going into their final stages and will be posted which will release some pressure and there should be a decrease in some demands as we move into the school term/autumn.

JT asked that, in terms of the summer pressure and the impact to officers and staff, whether there have been any noticeable changes to morale and sickness rates. TR has spoken to officers and knows that the pressure has been felt. However, despite these pressures there has been some notably given significantly positive results. There has been some rise in sickness but nothing too significant. A complete review is being carried out of those classified on restricted and recuperative duties to ensure staff are correctly supported.

JT said that he would wish to be involved in reviewing morale and sickness pressures as officers and staff welfare was a paramount strategic concern for him.

JT asked what pressure TR would expect over the next 3-6 months. TR considered the new football season/new league for Luton FC may bring some challenges. There are also certain crime types that increase during certain times of year, with particular spikes at times such as Halloween. TR reported that there is a cohort of 17 Detective DHEP (Degree Holder Entry Programme) starters from the degree/higher education programme.

JT asked what has had to 'give' to accommodate the summer pressures. TR explained that as demand had increased, more crimes have been solved than this time last year. There were almost 500 times more shop lifting incidents reported compared to this time last year. However, TR feels this is in part due to higher confidence in reporting and due to the proactivity around this.

JT would like to place on record, his thanks to officers and staff for the additional pressures they have been under. And would wish to ensure that future budgets and plans reflect expected seasonal pressures.

5. Governance Review and Changes

JT wished to reaffirm the position agreed at the Performance and Governance Board to move to a quarterly detailed performance scrutiny. JT has also been in discussions to consider a different way of presenting analytical data. The monthly meetings can then be used to deal with any issue of immediacy and for spotlights on the Police and Crime Plan missions.

6. HMICFRS - Inspection

TR feels that we are well prepared for the inspection. All data that has been requested has been provided. TR is providing a presentation to the HMIC on Thursday morning, to which JT is invited. The presentation will be followed by a Q&A session. TR's view is that the report is not concluded until it is written and if areas of improvement are identified but these are demonstrated as rectified before the report is written up, TR will be asking that these are taken account of. TR view is this is free consultancy and the service as and will continue to work really cooperatively with the HMIC. The Hot Debrief is in early October and the final report is due in March.

JT said the hoped that the Inspection goes well but that it should be regarded as consultancy and review exercise that would enable lessons to be learnt for further improvement and change. Stage two of the Police and Crime Plan will draw on the HMCIFRS report as will future CC and PCC appraisals. It would also contribute to setting a base line against which future performance can and will be assessed.

7. Conduct Matters Update

The TR updated JT on some recent conduct findings and the gave a broad overview of the type of upcoming cases. TR gave a view that the positive in the majority of these cases staff have had the confidence to come forward to report inappropriate behaviour which was giving a sense of a developing upstander culture.

JT reaffirmed his commitment to supporting tough and fair approaches to all failures by officers and staff to maintain the highest professional and ethical standards.

8. Police & Crime Plan

The plan is now complete and will considered by the Police and Crime Panel on 17th September and publicly launched on 3rd October .

9. PCC's Office – CEO Recruitment and Office Restructuring

JT reported that the closing date for CEO applications was last week and there were 19 applications. He has reviewed the applications and there is a long list which will reduced to a smaller short list for interviews and appointment on 18th September.

An office restructure is also commencing to make the office capable to deliver the Police and Crime Plan and for enable him to meet his statutory duties.